

The Recruiting Edge

Personnel and Training Division, Recruitment Program



**Effective January 1, 2002
Age Limit increased to 35*

Staying Motivated in 2002 !!

by Sergeant Jonni Fenner

In the wake of 9-11, statewide budget constraints have forced the California Highway Patrol (CHP) to limit spending, including Recruitment funds. Does this mean no money, no recruitment? Absolutely not! However, it does mean we will have to "step up to the plate" and generate innovative ways to successfully continue recruiting for CHP officers and Public Safety Dispatchers. Getting back to the basics is the best place to begin. When Commissioner Helmick reorganized the CHP Recruitment Program to improve its efficiency and effectiveness, he gave recruitment new life and direction. His philosophy emphasized three major points. One: Each member of the CHP, uniformed and nonuniformed, is a recruiter. Two: Uniformed members should strive to "Recruit your partner." Three: Community involvement is essential to ensure the next generation of CHP officers are the best and brightest, and represent the public they serve. All of these points can be achieved without cost. The personal interaction and contact from a CHP employee to encourage and inspire recruits is priceless. That's each of you taking a proactive part in the future of our Department. There are many great opportunities to get involved. Starting off the year are many community and cultural events, in which the CHP continues to participate, surrounding Chinese New Year, Martin Luther King Jr. Day, Black History Month, Women's History Month, as well as Cinco De Mayo, Cesar E. Chavez Day, and Juneteenth celebrations.

The Recruitment Program will also have new and interesting feature stories on the Recruitment web site (www.chp.ca.gov)

Sustaining the American Spirit



saluting and honoring members of our Department, both uniformed and nonuniformed. The important thing to remember, whether you participate in events, or submit ideas and stories for the Recruitment web site, is to stay motivated! Get involved! And recruit, recruit, recruit! Happy New Year!

(See page 2 for Events photos - Look for more on the web site www.chp.ca.gov)

Governor Davis Proposes to Add 300 New Officers

Governor Davis has given his support for the CHP to hire 300 additional officers to assist in the fight against terrorism. If approved, the bill would allow the CHP to start increasing our cadet class sizes as early as June 2002. Half of the new officers will be used to help inspect and monitor commercial trucks, and the other half will be assigned to major bridges and state buildings. Personnel and Training Division's Cadet Hiring Unit is already gearing up for the larger number of cadets to be assigned to the Academy. Cadet Training Class sizes are expected to increase from 85 to approximately 165 again!

Field-Based Cadet Candidate Mentoring Program

by Officer Aaron Goulding

One of the questions we hear often from CHP employees is, "How can I get involved and help recruitment?" This is a question we love to hear because employee involvement is the most effective recruiting tool and is crucial to sustaining and improving our recruitment efforts. Due to the proposed expansion of the Department (Governor Davis' proposal), increased participation in recruiting efforts are needed.

There are many ways that you can participate in the Department's recruitment efforts. One of the most important ways is to become a mentor in the Department's "Field-based Cadet Candidate Mentoring Program." Research has shown that candidates who drop out during the selection and hiring process, or are lost to other agencies, most often cite a lack of continual contact between themselves and the Department.

(See page 2 for Mentoring)

Mentoring ... from pg. 1

The mentoring program was developed to personalize our services to candidates in the process. By establishing and maintaining regular contact with candidates during the selection process, the number of those who are lost to competing law enforcement agencies, or simply drop out, will significantly decrease.

Your participation in the program will not only benefit the cadet candidate and the Department, but also you, the "Mentor Officer." Becoming a mentor will provide valuable experience in your personal and professional development while expanding your knowledge of departmental goals and objectives. The mentoring experience is rewarding. It provides an excellent environment for building trust and strengthening communication between the mentor, the candidate and the Department. Mentors will gain personal satisfaction that they play an integral role in ensuring the next generation of CHP officers, who may be their future coworkers, will be the best.

For more information on how you can become a "Mentor Officer," please call your Division Recruiters or 1-888 4A CHP JOB.



Officer Chris Young with MLK Jr. March participants after receiving award for dance routine.



Assistant Chief Skip Carter and Retired Deputy Chief Bill Kelley in Southern Division MLK Jr. motorcade.



Officer Chris Young with Children's Hospital Wise Bear at San Diego Multi-Cultural Festival 2002.



Commissioner Helmick and Deputy Chief Mike Brown lead the MLK March in Southern Division.

Events

Statewide Recruitment Program Roster

Personnel and Training Division (030)

Deputy Chief Sandra Redding
 * **Assistant Chief Jill Angel**
 Sergeant Jonni Fenner
 Officer Angela Ditzenberger
 Officer Aaron Goulding
 Rhonda Hill (Analyst)
 David Kenward (Advertising)

Northern Division (101)

Sergeant Stephanie McCall
 Officer Elaine Wimer
 Officer Jim Van Horne (Humboldt)

Valley Division (201)

* **Sergeant Colleen Buser**
 Officer Mark Parsons
 * **Officer Ron Whiting**

Golden Gate Division (301)

* **Sergeant Wayne Ziese**
 Officer John Zatezalo
 Officer Tarren Brown

Central Division (401)

Sergeant Ted Eichman
 Officer Patrick Creer
 Officer Tim Jones
 Officer James Pennick
 Officer Jean Edmonds

Southern Division (501)

* **Sergeant Troy Lukkes**
 * **Officer Taylor Cooper**
 Officer Veda Fleeton
 Officer Mark Garrett

Border Division (601)

* **Sergeant Rich Stewart**
 Officer Chris Young
 Officer Gustavo Guzman
 Officer Stacey Willits

Coastal Division (701)

* **Sergeant Chris Day**
 * **Officer Gary Britton**

Inland Division (801)

Sergeant Steve Urrea
 Officer Gil Campa
 * **Officer Adam Rodman**
 * **Officer Lee Nuez**

*New Recruitment Members

The Recruiting Edge is published quarterly by the HQ Recruitment Unit.

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Recruitment Resources

1-888-4A CHP JOB / WWW.CHP.CA.GOV

Applicant Study Guide

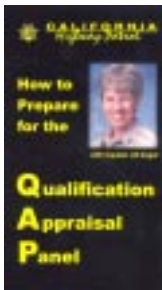


1-888-4 A CHP JOB
 www.chp.ca.gov

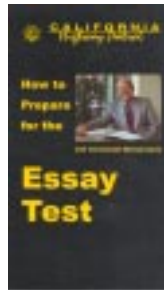
Applicant Study Guide



Recruitment Video



QAP Video



Essay Video